

Hellen Leuschke

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SKILLS

Talent

Recruitment • Employer Branding • Sourcing

Operations

HRIS (Workday/BambooHR) • Payroll Coordination

People Practices

Performance Management • Employee Relations • Succession Planning

Compliance

Workplace Investigations

PROFESSIONAL SUMMARY

HR Manager with a track record building high-impact solutions and improving reliability.

WORK EXPERIENCE

People Operations Manager — Gerlach LLC (2018 - 2019)

- Led recruitment for 191 roles across EMEA/US, reducing time-to-hire by 39%.
- Implemented a performance review program which improved engagement scores by 9 points.

Talent Acquisition Manager — Baumbach - Bartoletti (2025 - Present)

- Implemented a performance review program which improved engagement scores by 8 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

Talent Acquisition Manager — Doyle - Bergnaum (2019 - 2020)

- Implemented a performance review program which improved engagement scores by 12 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 5%.

HR Business Partner — Ward - Hickle (2025 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 25%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 16 points.

Talent Acquisition Manager — VonRueden, Bosco and Schmidt (2019 - 2020)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 18 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Led recruitment for 24 roles across EMEA/US, reducing time-to-hire by 10%.

EDUCATION

B.A. Business Administration, Mills and Sons University (2015)

CERTIFICATIONS

- CIPD Level 5/7
- SHRM-CP